

**LEGISLATIVE SERVICES AGENCY  
OFFICE OF FISCAL AND MANAGEMENT ANALYSIS**

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**FISCAL IMPACT STATEMENT**

**LS 6299**

**BILL NUMBER:** HB 1044

**NOTE PREPARED:** Dec 8, 2011

**BILL AMENDED:**

**SUBJECT:** Tobacco Use by Job Applicants.

**FIRST AUTHOR:** Rep. Kubacki

**FIRST SPONSOR:**

**BILL STATUS:** As Introduced

**FUNDS AFFECTED:** X GENERAL  
X DEDICATED  
FEDERAL

**IMPACT:** State & Local

**Summary of Legislation:** The bill permits an employer to consider tobacco use by job applicants in the hiring process.

**Effective Date:** July 1, 2012.

**Explanation of State Expenditures:** This bill would no longer permit prospective employees from bringing a civil action against employers who refuse to hire them because they are smokers. This bill could reduce expenditures by the state as an employer to defend against civil actions. Any savings would be negligible.

**Explanation of State Revenues:** To the extent that the bill reduced the number of civil actions filed, court fee revenue would decline. A civil costs fee of \$100 is assessed when a civil case is filed. Any loss of revenue would be negligible.

**Explanation of Local Expenditures:** See *Explanation of State Expenditures*.

**Explanation of Local Revenues:** See *Explanation of State Revenues*.

**State Agencies Affected:**

**Local Agencies Affected:** Trial courts, city and town courts.

**Information Sources:**

**Fiscal Analyst:** Camille Tesch, 232-9866.